

2024 GRANTS CYCLE

Strategy Statements & Guiding Definitions



EARLY CHILDHOOD EDUCATION

Kindergarten-readiness is essential for improving long-term academic outcomes for Latino children. The Fund will invest in organizations that provide access to affordable, high-quality pre-K and early childhood education starting at age 3, building the pipeline from cradle to career for Latino families.



HEALTH & WELLNESS

Access to affordable, preventative health care is a key factor in helping Latino families avoid unexpected health crises and resultant financial ruin. The Fund will invest in organizations that provide preventative, culturally competent health education and access to quality mental and physical health services.



JOB SKILLS & ENTREPRENEURSHIP

Many Latinos are confined to minimal incomes, accelerating the racial wealth divide. To combat this, the Fund will invest in organizations that train and equip Latinos with the skills needed to obtain high-demand, living-wage jobs with opportunities for advancement. The Fund will also invest in organizations that assist Latino entrepreneurs in gaining the knowledge and skills needed to expand their businesses.



LEADERSHIP DEVELOPMENT

Latino leadership matters. Although Latinos in Central Texas represent a third of the population, they are not proportionately reflected in key leadership positions across all sectors. The Fund will invest in organizations advancing Latino leadership and creating pipelines of youth, emerging, and established Latino talent, which are critical to building a thriving Central Texas.

Guiding Definitions

- / **Access** – Strategy area is approached or addressed through either direct services provided to the end user or by advocating for systems-level change that will have broader, or more long-term, benefits for Latinos.
- / **Culturally Competent** – The ability to understand, appreciate, and interact with people from cultures or belief systems different from one's own. Suggests an ability by organizations to understand and respond effectively to the cultural and linguistic needs brought by those they serve.
- / **High-quality Pre-K** – Families have access to options that meet their needs, and all areas of a child's development is fostered by responsive, nurturing, and engaging care—with educators who are well-qualified and well-paid—that is culturally and linguistically responsive and developmentally appropriate for all children.
- / **Minimal Incomes** – Annual household earnings below 200% of the Federal Poverty Level. For a family of 4 in 2024, this is an annual income of \$62,400. In Austin, the median Latino household earns almost \$27,000 less than the median white household.
- / **Quality Health Services** – Includes health services for individuals and populations that increase the likelihood of desired health outcomes and are consistent with evidence-based professional knowledge. Services should be effective, safe and people-centered.
- / **Racial Wealth Divide** – Latinos in the Austin Metropolitan Area face deep economic inequality—the poverty rate for Latinos is more than quadruple (18.2%) that for whites (3.8%). Our strategy areas address the large disparities in wealth for the economic mobility and general well-being of Latino Central Texans.

A note on terminology: In the United States, there is a complex discussion between the terms Hispanic, Latino, and Latinx for individuals of Latin American descent. While many Latinos identify based on their country of origin, there is a need to measure our shared experience. According to the Pew Research Center, Hispanic was put into use by the United States (U.S.) government in the 1970s after Mexican Americans and other Spanish-speaking organizing groups demanded the federal government officially collect data on Spanish-speaking populations. The term Latino was first used by the federal government in the 1990s when many Latino groups cited that the term Hispanic embraced the Spanish colonialism of the Americas. The Hispanic Impact Fund has adopted both Latino and Hispanic, using them interchangeably.